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young girls have become in the minds of the Madison public. Madison is the state capital of Wisconsin and the home of the large state university, but like all other growing towns, it has its public health problems and needs its visiting nurse. The growth of the work has shown what one nurse working alone can do, not merely for individual patients, but to further good public health for the entire community.

ILLINOIS. Jessie V. Thompson, a graduate of the Battle Creek Sanatorium, Mich., has been appointed social welfare nurse in the city of Danville. She will work with the health officer, but in affiliation with the local women's clubs.

INDUSTRIAL NURSING

WELFARE WORK AND NURSING SERVICE OF THE METROPOLITAN LIFE INSURANCE COMPANY

By ALICE H. McCORMAC, R.N.

Realizing that there can be no more important basis for industrial hygiene than the health and happiness of the industrial population, the Metropolitan Life Insurance Company has inaugurated a welfare department, whose prophylactic activities are unique in American insurance institutions. The campaign of this department concerns itself with employees and industrial policyholders and is broad, humanitarian and altruistic. With particular respect to workingmen, the experiment has proven that it is possible to educate millions of workingmen, women and children in the principles of industrial and domestic hygiene. Coming as they do in frequent contact with the holders of its policies, the welfare department desires its field forces to become active health educational factors in their respective districts, and gives systematic instruction to this accomplishment.

Hoping to promote the campaign for social hygiene and realizing the need of suitable instruction on this subject, the Metropolitan approached the American Social Hygiene Association suggesting that this society offer a prize on behalf of the company for the best original competitive pamphlet on social hygiene for adolescents between the ages of 12 and 16 years, approved by a committee of judges selected by the association. Five hundred manuscripts were submitted and the \$1000 prize winning article was written by Dr. and Mrs. Donald B. Armstrong. Dr. Armstrong is director, Department of Social Welfare Association for Improving the Condition of the Poor, New York City.

Another important work is an attempt to educate school children in hygiene through the Metropolitan Health and Happiness League, which has a membership of over 100,000 young policyholders. The purposes of the league are indicated in the pledge and effort made by the child relative to the preservation of his own bodily health, the destruction of the house-fly, proper disposal of rubbish, avoidance of expectorating in public places, refraining from rude or offensive language, and the application of the Golden Rule.

One is not surprised, knowing of the company's annual contribution of \$2500 to the State Institute for the Study of Malignant Diseases for special research work in cancer, to learn that it will spend the sum of \$100,000 in three years, together with the National Society for the Study and Prevention of Tuberculosis, in an experiment to eradicate tuberculosis in an industrial town of from 5000 to 10,000 population in either New York or Massachusetts.

When the prevalence of unemployment in New York City in the winter of 1915 prompted Mayor Mitchell to appoint a special committee on unemployment to ascertain facts and suggest remedies, and this committee found it lacked both the necessary data and machinery, the vice president offered the mayor's committee the services gratis of the local agency staff. Within a period of two weeks, 156,000 families were interviewed, and their conditions tabulated. Simultaneously, United States Commissioner of Labor Statistics, Dr. Royal Meeker, made an independent survey through government officials, and found the results so identical that the Commissioner requested the company to make similar surveys in other cities. This unique piece of machinery, the agency staff, repeated this experiment in 44 cities, a task, the like and size of which, has never been previously undertaken in the United States. Reports of some of these surveys may be found in the reports of the United States Bureau of Labor Statistics or in the special study of Philadelphia, published at the request of Mayor Blankenburg.

The unemployment surveys developed the interesting fact that 11 per cent of unemployment was due to illness or accident disability. Naturally then a sickness survey followed. This was made among the Metropolitan policyholders in Rochester, N. Y. and Trenton, N. J., and has since been published in the United States Bureau of Public Health Service. Broadly speaking, over 2½ per cent of the working population of Rochester canvassed, were sick and unable to work at the time of the survey.

A significant piece of corporate welfare work was the erection of a tuberculosis sanatorium at Mt. McGregor, N. Y., for the care of

Metropolitan tuberculous employees. In this institution, recreation, classes in forestry, surveying, etc., and the medical lectures of the Trudeau Society (with which the late Edward Livingston Trudeau was in sympathy) are no less carefully planned than the installation of the laboratory, and the X-ray department. The conscientious responsibility assumed by such an institution alone is universally recognized as one of the most progressive steps between employers and workmen.

Space permits of only a mention here of the equipment for caring for the 5500 employees at the home office. Here, where the new-comer's wage is in excess of the state minimum wage scale, a substantial daily lunch, an excellent library, a medical dispensary, dental clinic, services of an oculist and an aurist, rest recreation and amusement facilities, classes in millinery, dressmaking and dancing, a mandolin club, and a band of 110 pieces show the company's voluntarily assumed solicitude for the members of its immediate "Metropolitan Family."

The visiting nurse service which the Metropolitan Life extends gratis to its industrial policyholders needs no explanation here, since it is so generally conducted through affiliation with visiting nurse or public health associations throughout the United States and the Victorian Order of Nurses in Canada. In all, the company has visiting nurse service in about 2000 cities and towns.

The close coöperation between the Metropolitan and the National Organization for Public Health Nursing signifies the company's appreciation of the high professional standard of public health nursing today. Individual Metropolitan nurses well know that part of the questionnaire of the Metropolitan field supervisors requires the list of membership in professional societies; that not only are they urged to join their local, state and national organizations, but during the Metropolitan triennial conventions this year, Dr. Frankel is holding special meetings with the public health nurses in given areas, urging special post-graduate preparation for their work, and even offering to share somewhat, the transportation expenses, temporarily, where the nurses will organize locally for mutual discussion and helpfulness. Today no one denies that the Metropolitan has standardized nursing records to a point which otherwise might have been slowly reached.

In Louisiana, the Metropolitan nurses have become official members of the State Board of Health at the lucrative salary, according to state law, of \$1 per year, which they were advised to save and apply to their poll tax!

The unique contract between the North Carolina State Board of Health and the Metropolitan Life Insurance Company, whereby, it is planned to eventually give nursing care to every resident of the

state, the Metropolitan assuming its full share of responsibility, has also been related in previous issues of the *JOURNAL* and the *Quarterly*. The State of Virginia followed almost immediately with a similar contract, and already state nursing supervisors are at their appointed tasks.

The value of corporate welfare work, as evidenced in the last decade, has an important bearing on future social development. But this fact augurs well for further activities—that the present welfare campaigns instituted by many employers of labor, and by the Metropolitan Life Insurance Company have been voluntary and spontaneous.

AN EXPERIMENT

Framingham, Massachusetts, will be made the Spotless Town of the United States, if the \$100,000 that The National Association for the Study and Prevention of Tuberculosis is to spend there in a community health demonstration during the next three years can make it so. Out of several hundred towns, it has just been selected by a special committee for a community health demonstration that will seek to show that tuberculosis can be controlled as well as other infectious diseases, if the right methods are employed. The fund for conducting the demonstration has been donated to the National Association by the Metropolitan Life Insurance Company. . . .

In addition to the money which the Committee will spend in Framingham, that city has agreed to coöperate by improving its public health work and by offering certain special facilities for work under the direction of the Committee. The leading citizens of Framingham, as well as the State Department of Health, Harvard University, the Massachusetts Institute of Technology and other schools, have offered their help in the demonstration. As part of the plan, it is proposed to place under definite control every living case of tuberculosis, both those that are demonstrably so and those that are suspected of having had contact with the disease.

As a result of this demonstration it is planned later to use the experience in Framingham in other cities of the United States, to show that tuberculosis can be controlled anywhere.—*Reported by The National Association for the Study and Prevention of Tuberculosis.*